

# Human Capital Strategic Planning for the DoD-wide AT&L Workforce

## Working Group Meeting (WG04-03)



October 22, 2003



# HCSP Milestones

Reference	Objective/Milestone	Meeting Date	Status
WG04-01	Kick off Working Group activity	24-25 Sep	✓
WG04-02	Develop template and detailed program plan	1 Oct	✓
WG04-03	Agree on common definition of target population/workforce Gather strategic intent information, meet with Functional reps	22 Oct	
WG04-04	Discuss and validate assumptions Identify methodologies for translating guidance into future desired workforce	19 Nov	
WG04-05	Report results of forecasts Report on progress with future desired workforce requirements	18 Dec	
WG04-06	Prepare for Progress Review	14 Jan	
MT04-01	Conduct Progress Review	2 Feb	
WG04-07	Identify & prioritize planned actions, share best practices	25 Feb	
WG04-08	Provide input to the AT&L Plan Prepare for End of Cycle Review	17 Mar	
MT04-02	End of Cycle Review (Wynne/Chu/SAEs)	31 Mar (tentative)	
WG04-09	Finalize plan		
<b>DUE DATE</b>	<b>Submit Final AT&amp;L HCSP</b>	<b>30 Apr</b>	
WG04-10	Wrap up 2004 cycle, begin planning for 2005	5 May	2



# Challenges Cross All Elements

<b>Common Assumptions</b>	<ol style="list-style-type: none"><li><b>1. Define the target population for career fields<sup>a</sup></b></li><li><b>2. Specify the planning horizon<sup>b</sup> ✓</b></li></ol>
<b>Strategic Intent</b>	<ol style="list-style-type: none"><li><b>3. Cultivate the link with P&amp;R for guidance &amp; support<sup>ab</sup></b></li><li><b>4. Obtain additional guidance on competitive sourcing<sup>b</sup></b></li></ol>
<b>Workforce Characteristics/ Gaps</b>	<ol style="list-style-type: none"><li><b>5. Identify requirements for data systems and modeling tools<sup>ab</sup></b></li><li><b>6. Make progress on competency management<sup>a</sup></b></li><li><b>7. Report on the top-line by occupational series<sup>b</sup></b></li></ol>
<b>Source:</b> <sup>a</sup> = Policies & Component Feedback <sup>b</sup> = Practices Coordination Comments on Aug 03 Action Memo	<ol style="list-style-type: none"><li><b>8. Influence the PB-23 and DoD budget<sup>a</sup></b></li></ol>



# Meeting Objectives

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- **Discuss Feedback on Project Plan & Template**
- **Provide Status of Supplement to P&R Plan**
- **Reach Agreement on Definition of Target Population**
- **Initiate Dialogue and Discuss Requirements for Strategic Guidance from Functional Advisors**



# Agenda for Today

Time	Topic	Lead
0800 - 0820	Review of Action Items <ul style="list-style-type: none"><li>• Review of Project Plan &amp; Template</li><li>• Research definitional issues for four career fields</li><li>• Identify alternatives for addressing issues</li></ul>	Peggy
0820 - 0850	Feedback on Project Plan/Template	Lisa
0850 - 0930	Status of Supplement to P&R Plan	Katherine
0930 - 0945	<i>Break</i>	
0945 - 1130	Definition of Target Populations	Peggy
1130 - 1200	Prep for Discussion with Functional Reps	Lisa
1200 - 1300	<i>Lunch</i>	
1300 - 1330	Introduction of Functional Executive Secretaries	Peggy
1330 - 1400	Overview of Life Cycle Logistics Model	Randy Fowler
1400 - 1430	Discussion - Career Field Strategy	Lisa
1430 - 1445	<i>Break</i>	
1445 - 1530	Discussion - Career Field Strategy	Lisa
1530 - 1600	Next Steps & Action Items	Peggy



# Feedback from Components

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- **Project Plan**
- **Template**
- **Other Questions/Feedback**



# Status of Supplement to P&R Plan

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- **Overview of Approach**
- **Review of Matrix**
- **Additional Information Needed**
- **Next Steps**



# Defining the Target Population



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# Expectations for Discussion with Functional Representatives



# Lunch Break



# Introduction of Functional Reps

<b>Career Field</b>	<b>Functional Advisor</b>	<b>Executive Secretary</b>
Life Cycle Logistics	Lou Kratz	Randy Fowler
Systems Engineering	Mark Schaeffer	Bob Skalamera AnnMarie Choephel Merrill Yee
Contracting	Domenic Cipicchio (Acting)	Karen Clougherty
Program Management	Kevin Carroll	Jesse Stewart



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# **A Sample Business Model: Life Cycle Logistics**

**Randy Fowler**



# Status of Business Models

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- **Life Cycle Logistics**
- **Systems Engineering**
- **Contracting**
- **Program Management**

**What do Components need to know from FAs?**



# Next Steps & Action Items

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- **Component Actions Before November 19**
  - Obtain current workforce data
  - Develop projection assumptions
  - Continue to identify sources of strategic guidance
  
- **November 19 Working Group Objectives**
  - Discuss and validate projection assumptions – develop assumptions document
  - Identify methodologies for translating guidance into future desired distribution (AT&L/FMP)